Dresidents file

June 30, 1963

John N. Vrighten, Esq.
Executive Secretary
Progressive Desocrats of
South Carolina
230 Coming Street
Charleston, South Carolina

Dear Mr. Wrighten:

The President has asked me to reply to your letter of June 19 about the mituation in Charleston. We will look into it to see if we can be of any assistance to the community.

very truly yours,

BURTE MARSHALL Assistant Attorney General Civil Rights Division

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#### PPEARANCES:

PAUL ZUBER Attorney for Plaintiffs

MURRAY C. FUERST Attermey for Board of Education

ROPERT M. HORGENTHAD United States Attorney

BY EUGENE R. ANDERSON and DAVID R. HYDE

IRVING R. KAUPMAN. C.J. (delivered from the bench):

I have been pleased to hear from Dr. Frank F.

Marino, Chairman of the Board of Education of the City of

New Rochelle, and other members of the Board, as well as

Dr. Devid C. Salten, Superintendent of Schools, who addressed

the Court this morning.

This is a most gratifying day for this Court, for in two years we have come full circle from a period in which rational attention was focused upon New Rochelle as a Northern Community condoning segregation to a period in which

the nation will view New Rochelle as a trailtleser in solving the problem of providing truly equal educational opportunity for all. I want publicly to thank Messes.

Fuerst and Juher who, as counsel for the respective parties, have performed a great service not only to the community and to this Court, but to the entire nation as well.

Emplexion of our nation has undergone a dramatic change.

The epochal decision of the United States Supreme Court in

Stown v. Board of Education, 349 U.S. 294 (1954), has worked
a revolution in American race relations. The tempo of that
revolution is ever quickening and its reverberations have
not been confined to any one part of our nation. Indeed,
the Freeident of the United States has recently noted that
the problem of equal opportunity regardless of race is "not a
sectional problem-- it is nationwide."

The truth of this statement is confirmed by the case history of New Rochelle's Lincoln School integration. litigation, the judicial phases of which are, hopefully, drawing to a close. In order that the application now before this Court may be set in context, a brief statement of that

history will be undertaken.

New Rochelle, a suburb of New York City is, as we know, located in southeastern Westchester County. In late 1960, a class action was initiated in this court by several Negro children enrolled in the Lincoln School, a pullic elementary school operated by the Board of Education of the City of New Rochelle, which was named as one of the defendants. In this action, the plaintiffs charged that Lincoln School, situated in central New Rochelle, then with an enrollment of approximately 94 Negroes, had been deliberately created and maintained by the Board as a racially segregated school in violation of the Fourteenth Amendment to the federal Constitution. After a trial, this Court found, 191 F. Supp. 181 (S.D.N.Y. 1961), that the school board, in 1930, had gerrymandered the district in which the Lincoln

School was located in order that a large portion of its white students would be excluded and permitted to attend the nearby Webster and Mayflover schools; that within the four years following, the boundaries of the Lincoln district were manipulated so as to incorporate the everincreasing Megro population; that until 1949, the Board sseured the continuence of Lincoln School es a Negro school by permitting white students resident within the district to transfer to schools outside the district; and that after 1949, when further transfers were forbidden, the school board did nothing to alter the status quo or to emeliorate the zerious racial imbalance in the Lincoln School which it had caused to be brought about.

It followed, therefore, that this Court was constrained to find that the deliberate efforts to maintain the Lincoln School as a segregated educational institution

laws constitutionally prescribed by the Fourteenth Amendment as interpreted by the Supreme Court in Brown v.

Roard of Education, supra. As I noted at that time, "The conduct of responsible school officials has operated to dany to Negro children the apportunities for a full and meaningful educational experience guaranteed to them by the Pourteenth Amendment."

191 F. Supp at 182-93.

In order to cure this social illness, this Court directed the Board to present a plan to remedy the illegality. The Board proposed such a plan which, with considerable modification, was adopted as the decree of the Court, in May 1961. 195 F. Supp. 231 (S.D.H.Y. 1961). In essence, the decree provided for a completely optional transfer of all Lincoln students to any schools having sufficient

sents for minimal academic achievement or amotional adjustment. Further provisions were incorporated in order fully
to effectuate the spirit of the optional transfer plan;
but, the decree provided that the Zoard was under no
chligation to furnish transportation to pupils transferring
under the terms of the decree. The decree concluded with
the provision that "The Court shall retain jurisdiction over
this case to assure full compliance with this decree."
This Court, then, is still seized of jurisdiction over this
case and over the administration of the terms of the decree.

I now have before me an application by the

different
present School Board -- whose composition is substantially/
from that of the Board at the time of the original decree-seeking certain amendments and modifications of that decree.

It is clear that this application has been precipitated by the changing circumstances in New Rochelle which have followed upon the Board's efforts to comply with this Court's order. On the date of the commencement of this litigation, Lincoln School had an enrollment of 483 students, of whom 454, or 942, were Regro. result of the transfer of Lincoln students to the city's eleven other elementary schools, the percentage of Megro to approximately 891. students dropped immediately/imf87. A year and a balf later, in April 1963, the entire student population at Lincoln School was less than half what it was when this Court entered its decree; only 210 pupils had chosen to remain enrolled at this antiquated school, constructed 65 years ago.

The economic and social impact of this mass

by the present forward-looking School Board. The operation of Lincoln School has become economically unfeasible due to the greatly diminished size of the student body; as of April of this year, although the average annual per capita cost of education in all the New Rochelle elementary schools was approximately \$377.00 per student, the cost of educating a student at Lincoln was somewhat more than \$1,057.00.

As the student body will continue to decrease the cost per Lincoln School student will increase. It has become obvious to the present Board that the Lincoln School must be closed and permanently shut down.

But more at the heart of this proceeding is the School Board's fear -- grounded in a sincere desire to conform not only with the letter but with the spirit of

this Court's decree -- a fear that the continuation of
the plen of free optimal transfer, sursuant to the terms
of the decree, will result in an unbelanced racial
population in schools edjecent to the Lincoln district.
The Roard in effect urges that strict compliance with the
criginal decree, now that Lincoln School is being closed
drum, will pose a serious threat of de facto racial
segregation in those contiguous schools, if the remaining
students at Lincoln are permitted to exercise a free choice
of school to be attended.

The School Board and its enlightened Superintendent of Schools, Dr. David G. Selten, a nationally recognized educator -- after holding two public hearings in May of this year, at which 1300 and 900 citizens, respectively, were in attendance and 98 speakers heard; after attending many

meetings of FTA groups, and civic and neighborhood
associations; and after consulting with experts in the
field and with those representing the interests of the
Regro population of the Lincoln district -- therefore
make this Court to smend

and modify the letter of the decree in order that its spirit may best be perpetuated.

In my original opinion in this litigation, I expressed my sincere belief in the proposition that the desegregation problem in the Lincoln district could be solved by "man of good will, wisdom and ingenuity." 191 F. Supp. at 193. It is gratifying that, among the membership of the present School Board, Few Rochelle has found such man. It is obvious that these are men of heart and of broad vision. They have taken a most commendable and farsighted step in projecting the philosophy which underlay the original decree -- and by > their action will minimize or perhaps avoid the problem. plaguing so many other communities, of racial imbalance in for men and law their system of education. This reaffirmation of respect/

is gratifying and timely, for it is an antidote to those familiar instances where federal court decrees have been flaunted by high officials evern to uphold the law.

Ebstruction, delay, and unrest have characterized much of our national attruggle against educational and racial inequality. But this small Northern community -- whose repulation, composed of various races and religions, might represent our nation in microcosm -- has provided this nation with an example and a model of sound public leadership.

Indeed, the immediate and energetic effort of the School Board to comply with this Court's mandate might well be viewed as a precursor of the widely-acclaimed position taken only last week by James E. Allen, Jr., Commissioner of Education for the State of New York.

The President of the United States, a few short

days ago, registered a plea for an end to racial strife. mass picketing and protest meetings which almost inevitably trigger violence. He urged that the forum for solving the racial question be shifted from the streets to the courts. Certainly, that is the first step. But, as I noted in my original opinion: "Litigation is an unsatisfactory way to resolve issues such as have been presented here. It is costly, time consuming -- causing further delays in the implementation of constitutional rights -- and further inflemes the emotions of the partisans." 191 F. Supp. at 197. In short, our legal system can only go so far in inculcating morality. Today, in light of the School Board a appearance before this Court, I feel even more strongly that the task of securing full equality of educational opportunity among the races is best achieved

day-to-day problems of educational policy, but by private citizens, men of good will, preparer to act efficactively in pursuance of our basic law end with a devotion to community betterment.

Thus, in the instant case, the New Rochelle School Board has taken the initiative and, after investigation and consultation, has proposed several modifications in the May 1961 decree of this Court.

accompanying need for enlightened placement of the students
living within the Lincoln district, the Board proposes to
provide bus transportation to these students on a basis
identical to that provided throughout New Rochelle-- that
is, transportation to any school destination within 1-1/2 and

The stated in its report on its proposed plan to the citizens of New Rochelle: "Transportation will be aboutery factor in our efforts to maintain an ethnic balance in our elementary schools and to prevent the exergence of segregated schools." This report further states:

Any solution for the problems at Lincoln must be resolved on the basis of what is good for the school system and the community as a whole. Closing the school and transporting its students to outlying areas fulfills this criterion because it avoids tipping contiguous schools and enables students in outlying as well as in the central schools to attend an integrated school.

I have been advised that the additional cost to each of the residents of New Rochelle once the benefits of bus transportation are extended to the students in question will be insignificant. It must also be noted that, pursuant to state law, 90% of the transportation costs incurred in the

City of New Rochelle will be borne by New York State
in the 1963-64 and successive school years, and only loz
by the city. In short, the burdens resulting from the
implementation of the proposed transportation plan are
infinitesimal when compared to its benefits.

School, conjoined with free bus transportation for former pupils there to other schools within the city will have a salutary influence in securing true equality of educational epportunity for all parties before this Court.

This proposed modification, which would eliminate paragraph 7 of the original order decreeing that Lincoln transferees were to provide their own transportation, is therefore adopted by this Court.

The more fundamental modification of the decree

proposed by the School Board is the deletion of paragraphs I and I which deal with the optional transfer plan and the substitution therefor of a provision designed to permit the Board to essign students residing within the Lincoln district where necessary to secure or maintain racial belence within the elementary school system. Such a provision would repose in the Board discretion in the assignment of pupils in order best to effectuate the principles announced in the original opinion of this Court. Viewing this proposed modification in light of the School Board's descriptrated genuine support for those principles, this Court has decided to so modify its Compliance therevith will be ensured, if ever necessary, by this Court's continued retention of jurisdiction over the case, in pursuance to the final

paragraph of the decree and to the general principles of equity.

The decree is modified as provided for in the amended decree entered this day.

Plan for Educational Excellence -- A Seport to all Citizens of New Rochelle," dated May 14,1963 stated: "... the eyes of the entire nation are fixed upon our community and its schools. Our special difficulties have received national attention ..." The nation will now observe how men of compassion and foresight have faced up to the racial problem of their community and with courage undertaken the task of solving it.

June 24,1963

IRVING R. KAUFHAN United States Circuit Judge

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## Leilman . Williams. Bennell and Baird

BOB SOUTH LA SALLE STREET - CHICAGO & - FIRANCIAL O-8200

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July 2, 1963

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Mr. Burke Marshall
Department of Justice
Washington, B. C.

Dear Mr. Marshall:

My American Bar Association's Committee on Education Against Communism has taken a major step forward and I wanted to keep you posted. Enclosed is a reprint of the preface which appears in the recent 260-page publication entitled DEMOCRACY AND COMMUNISM IN WORLD AFFAIRS.

I am particularly pleased with this first major effort, as the experts tell me this suggested syllabus and teacher's guideline fulfills a real need.

Also enclosed is an editorial which appeared recently in the Washington Post pertinent to this effort.

Kindest personal regards.

Sincerely,

MIL:m

Horris I. Leibuse

## Southern Field Service National Catholic Conference for Interracial Justice

1846 Baronne Street . New Orleans 13, Louisians . S23-2901

Jely 5, 1963

Mr. Burke Marshall Assistant Attorney General Civil Rights Division Department of Justice Washington 25, D. C.

### Dear Barket

Thanks for your prompt reply to my request for a list of subversive organizations. I am writing the House on American Activities Committee as you suggested for probably what will be a much lengthier list.

Yours sincerely, Menny Caprac

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# Alabama Council on Human Relations. Inc.

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Ros., MORMAN C. JMERSON, Executive Director

TO A THE PORTUGE OF THE STREET AND EDUCATION, EQUAL OFFICE PORTUGE FOR ALL PROPER OF MARRIED

July 10, 1963

Attorney Burks Harshall
Assistant to the Attorney General
U. S. Department of Justice
Hashington 25, D. C.

Dear Kr. Karmalls

I am following with great interest your testimony before the Senate Commerce Committee Concerning the importance of establishing legal machinery to deal with discrimination in public accumedations.

A hotel manager in ilabama has told me that he favored such legislation because it would take the burden off the hotel owners.

The politicians that are raising a great cry against governmental control of private business are predictably getting excited about private property rights only when it seems that there will be some protection

You are to be commended for your excellent presentation, and you will be interested to know that it is being reported locally.

Simperely.

MOMMAN C. Junileon Borman C. Jimerson (Lev.) Executive Director

EJ/

Enclosures

## UNITED PRESBYTERIAN CHURCH IN THE UNITED STATES OF AMERICA



BOARD OF CHRISTIAN EDUCATION TIMBAPPOX BUBBAS, PHRABLIPHA 7, PA. m: PEngracus 34722

July 15, 1963

Non. Burke Marshall Assistant Attorney General Civil Rights Division Department of Justice Washington, D. C.

Dear Mr. Marshall:

Enclosed for your information is a letter which has just been sent to every member of the United States Congress signed by responsible officers of The United Presbyterian Church in the United States of America.

We feel very strongly that we are in a national crisis which is so urgent that both the executive and legislative branches of our government ought to lay aside considerations of party advantage in adopting civil rights legislation which will remove the scandal of racial discrimination.

The President has rightly described the issue as a moral issue. Its importance is such that there should be no watering-down of the proposed civil rights legislation and no delaying tactics in bringing the matter to a vote.

Ray J. Edruelink Associate General Secretar

THE NASHVILLE TENNESSEAN MASHVILLE I. TENNESSEE

ੰਬੀy 17, 1953

Dear Burke:

There is a person in Birmingham circulating petitions in the mail ecross the country, calling for the impeachment of the President.

Do you know anything about him? His address is: H & H Drug & Apothecary - 920 Pike Road - Birmingham, Alabama.

Fr. Burke Farshall Assistant Attorney General Department of Justice dashington 25, D. C.

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# MENORANDUN TO THE ATTORNEY GENERAL

Attached is a draft of a response to Stanley Mosk, Attorney General of California, regarding possible revision of criminal identification records to remove the stigma of arrest and conviction from persons arrested in civil rights demonstrations. We have taken the mater ter up with the FBI and have been told that it is not feasible to make changes in their identification records to reflect the background circumstances of particular arrests. While this is undoubtedly true, I think it is no possible for the Department to systematize such information as we have of the identities of persons arrested available to state and local authorities who wish to the identification records. The attached letter suggests the specific plans of the State of California.

معالد م Burke Marshall Assistant Attorney General Civil Rights Division

## THE UNITED PRESBYTERIAN CHURCH

STORE OF THE OPPOSED AND SHEET OF THE STORE OF THE STORE

REV. RUGENE CARSON BLAKE, D.B., STATED CLERK REV. SAMUEL W. SHANE, B.D., AMOCIATE STATED CLERK

The deepening moral crisis in all dimensions of our common life due to the exclusion of Megroes and other minority persons from full perticipation has crupted into a full-scale social revolution. This is a crucial bour for the United States Congress, as for all other institutions in our land.

The time for deploring, for placing blame, for temporizing, for seeking credit, has passed. If every segment of our national life does not now assume its full responsibility for ending the discrimination and segregation affecting American citizens of color, we may find that history has left us in its dust.

Recently, the major religious bodies have gone beyond pronouncements. They have allocated proportionately large sums of money and appointed special commissions with staff and budget to bring their own institutional practices in line with their public utterances. They have recognized that only a massive assault on segregation and discrimination within their own inner structure is equal to the urgent demands of God and the events of the times.

As we seek to correct our own failures, we appeal to the legislative branch of our government in these extraordinary circumstances to accept its crucial role in rectifying the injustices of three centuries.

We do not claim to be political statesmen. But we do believe the American people are politically sophisticated enough to recognize the temptation of both political parties to try to derive political advantage from the civil rights struggle. While this temptation is understandable as normal to the noble art of politics, it is obvious that our situation is not normal. It has changed drastically. There is no time for "politics as usual."

Seither party can pass effective civil rights legislation by itself. Therefore neither should attempt to claim credit if the effort is successful. But elements in either party can effectually block a major step in the solution of our nation's most vital domestic problem. If meaningful and effective civil rights legislation is not enacted by this session of Congress in time to permit it to go on and deal with other vital issues, or if systematic efforts to make one party look "good" and the other "bad" are indulged in, irreparable damage will be done.

In times of overriding national crisis in the past both our legislative and executive branches of government have been able to put country above party. The soral dimensions of our present crisis are sharp and clear and the consequences of failure are unmistakable. We have confidence that the wast majority of our legislators can rise to the descends of the present occasion.

The hour for greatness is upon the Congress of the United States, as it is upon all of us. We pray that you will do everything in your power to enable the Congress to be equal to that hour, and to enact promptly a program of civil rights that is both effectual and emforceable.

Yours sincerely,

Sugene Carron Blake
Stated Clerk of the General Assembly

The plater the Saylor
The Office M. Taylor
Secretary of the General Council

John C. Smith
John Coventry Smith
General Secretary
Commission on Ecumenical Mission and Relations

Kenneth G. Beigh General Secretary Board of Mational Missions

William a. Morrison

General Secretary

Board of Christian Education

Copies to: The Honorable John F. Kennedy
The Honorable Lyndon B. Johnson
The Honorable Robert F. Kennedy
The Honorable Burke Marshall
The Honorable David Learnese

The Honorable John A. Harrense

THE NASHVILLE TENNESSEAN AUGA CASTES EMES, PUBLISHER NASHVILLE 1. TENNESSEE

July 17, 1953

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Fr. Burke Karshall Assistant Attorney General Department of Justice dashington 25, D. C.

P. S., I don't think he is going to be successful.

Mr. Sworth

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July 18, 1963

Mr. Ray J. Harmelink Associate General Secretary Board of Christian Education The United Presbyterian Church Philadelphia 7, Pennsylvania

Dear Mr. Harmelink:

Thank you for sending me the copy of the letter sent to members of Congress. I think it will be most helpful and hope that others will follow this lead.

Yery truly yours,

MURIE MARSHALL Assistant Attorney General Civil Rights Division

[Incoming letter sent to Lou Oberdorfer, Slim Barrett and return]

The.

#### THE NASHVILLE TENNESSEAN

AMON CAPTER EMBS, PUBLISHER WORKING AND SUNDAY NASHVILLE I. TENNESSEE

JOHN SEIGENTHALER

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Burke Harshall
Assistant Attorney General
Civil Rights Division

THE UNITED PRESBYTERIAN CHURCH
IN THE UNITED STATES OF AMERICA
OFFICE OF THE ODDITEAL AMERICA
SID WITHERSPOON BUILDING

PHILADELPHIA 1, PEDDITLYANIA REV. EUGENE CARSON BLAEE, D.B., STATED CLERK REV. SAMUEL W. SHANE, B.D., AMOCIATE STATED CLERK

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Eugene Carson Blake Stated Clerk of the General Assembly

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The Honorable John A. Hannah

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Best,

JA

Fr. Burke Marshall Assistant Attorney General Department of Justice Washington 25, D. C.

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Yery truly yours,

Assistant Attorney General Civil Rights Division

[Incoming letter sent to Lou Oberdorfer, Slim Barrett and return]

W.

Miss.

July 15, 1963

Lensry Clark
Assistant Attorney General
Lends Division

Durke Farshall Assistant Attorney General Civil Rights Division

### School Desergenation

In accordance with our discussion on Vednesday, the following are places which will have school desegregation for the first time in September and which may involve problems:

- 1. Nobile, Alabama. I have visited this city about the schools some months ago. To: will find a great deal of support for an orderly compliance with the order of the court. The newspaper is weak and very conservative, but will support this effort. The Superintendent of Schools is a good can. The najor problem will be possible interference by Governor Wallace. A visit to the city should be planned with Bob Jansan, the United States Attorney there, who will take you to the appropriate local officials and citizens.
- I had better deal with this one myself in view of the personal background with a number of the people is Birninghan.
- deal of material on Daton Rouge which is attached. You should look at the material before going down there. Frank Dunbaugh of my Division should go with you. I do not have any firm feeling at the moment of how things will go in Baton Louge, but there will be a good deal of support, including the newspapers, for orderly compliance. The problem will be the attitude of the state government.
- 4. Savennah, Georgia. The United States Attorney here, Don France, is a good man. The Kayor, Kalcola MacLean, is first rate, is a friend of mine, and will make every effort. The Governor is also outstanding. I would think

there would be no problem in Cavananh except for the tensions and emotions created by the current denomatestions. The first person to see in Savannah would be the Hayor. Defore you go there I should call him and tell him you are coming.

- S. Albany, Georgia. The Mayor, Asa D. Relley, is friendly to us. The Chief of Folice, Laurie Fritchett, is quite a remarkable law enforcement official. Those two new will want an orderly compliance. The Mayor is not strong, but Pritchett is. The United States Attorney is not good. The first people to see are the Kayor and the Chief. Defore you go there I should call them. Albany has been the scene of a great deal of recial turnell since the summer of 1962.
- 6. Charleston, S.C. I am least informed on this city. There have been demonstrations during the past two weeks. Tetrell Glenn has been active at my request in attenting to get some action by the Mayor and businessmen in Charleston to deal with them. This should provide a basis on which they will deal with their school problem as well. The Governor will went orderly coupliance.
- 7. Powhatan County, Va. This is like Prince Edward County, and the problem is the possible closing of the schools. I have no entry into the county at the noment, so we will have to figure out one.

ce: The Atterney General
The Beputy Atterney Seneral

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# MEMORAUPURI EE CARLETOGL, HARTLAND, SITESTICE

#### I. Accomplishments

The following has been done to neet the original grie-

- A. A bi-racial committee has been appointed to deal with employment, among other things. It has four Hegre nembers, all of whom were chosen by hrs. Eichardson and her group.
- n. A Megro interviewer is being placed in the local state coployment office.
- C. Steps are being taken so that desegregation of the local schools will be roupk to when the schools open this Fall.
- D. A charter amendment has been enacted which will require desegregation of all places of public accommodation in the town. This was objectionable to the liegro lessors because it is subject to a petition for referendum by twenty per cent of the registered voters within 40 days of its enacturat (around August 10), and it is subject to being overturned by a referendum within 40 days after any petition. The Regro leaders manted instead a city ordinance, which is not subject to review by popular vote, or voluntary action. The city ordinance was turned down because the city attorney gave an opinion that the City Council could not constitutionally enact one. The feelings are sunning too high for voluntary action. The fact is that the resumption of demonstrations as soon as the Guard was pulled out following the exactment of the charter amendment, and each threat of removed demonstrations, greatly increases the chances of a successful petition and of the amendment being overturned.
- E. Although not a part of the original demands, as issue has arisen over a housing project. This has been approved by PEA, and the city appears ready to proceed with it. It will be of primary benefit to Negro residents of Cambridge.

## II. Lett of Accomplishment

The point on which no progress has been unde is that two demonstrators are in deform school because of their participation. Legal proceedings are under way on this. The matter is in the hands of the courts, and not under the control of either the city or the executive breach of the state governoest.

# III. Leasons For and Against Demonstrations Now

The reasons for demonstrations now are that the city charter amendment was objected to originally as a method of dealing with the public accommodations issue; and that the two persons are in the referm school. These reasons are generalized into statements about lock of good faith and lack of tangible gains.

The reasons against deponstrations at this time are the following:

- A. The demonstrations are necessarily against the National Guard under present circumstances, not against the city officials.
- B. There is very serious danger of violence, as everyone must admit. If it breaks out, the violence could be very severe, since everyone also agrees that there are a good many firearms in the possession of both Negroes and whites in the area. This can be suppressed over a period of time by the Guard but a good many people, including Guardsons, could be hart or killed in the process.
- The consequences of an outbreak of violence of this sort entionally, and in Congress, are not foreseesble.
- C. The deposstrations are not directed to any end that can be accomplished. As a practical matter, the charter anendment is the only present way in which the public accomposations

issue will be dealt with. Also as a practical matter, this cannot have any affect on the pract centences given to the two persons is reform school.

B. The demonstrations not only have no chance of accomplishing any particular goal at this time, but there is no question — and it should be recognized — that each demonstration and each threat of a demonstration increases the chance that the charter amendment will be over-turned.

## IV. Puture Problems

- 1. The chances are high now that there will be a petition and a referenden and that the charter amendment will be over-turned any way. So one can give any guarantee that this will not happen. Hrs. Lichardson and other leaders are going to have to recognize this in any statuents nade.
- 2. There is not in eight any specifically tangible event to which the Regro leaderskip can point in calling off demonstrations. Accordingly, there is a chance that an effort to call then off will be ensuccessful and that the Regro leaderable will be further fragmented.
- 3. The experience over the weekend shows, as his been true is the past, that the Regro community does not follow the leadership in terms of non-violence or in denomstrations. Accordingly, the chances of incidents are high any way, wholly apart from the fact that there is no control at all over the whites who are apt to resort to violence.

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#### PROPOSALS FOR CIVIL RIGHTS ACTION BY OPGANIZED LABOR

- 1. The AFL-CIO should immediately establish a special task force of ranking efficers and staff representatives, whose purpose should be to establish a broad crash program to deal with all aspects of civil rights.
- Similar AFL-CIO task forces should be established at the state and local level.
- 3. International unions should be requested to make similar high-level assignment of those responsible for action on civil rights.
- AFI-CIO, as well as by the key international unions involved. AFI-CIO task forces should encourage these unions to meet with state and city human relations commissions, with the leaders of the Negro protest organizations and with interracial groups of elergymen to work out specific action programs to end restrictive practices. Prempt action is needed to accomplish this before protest picket lines and demonstrations create increasing friction between Negro and labor groups.
- There is need for an immediate allocation of additional financial and staff resources for the AFL-CIO civil rights department. The number of cities, such as Baltimore, Ios Angeles, and Detroit, where protest erganizations have already served ultimatum notices of pending demonstrations is merely symptomatic of the growing need for adequate staff with proper background and direction to undertake the type of negotiation that will resolve these situations. In addition, the major international unions should be urged to sugment or create civil rights staffs to work in coordination with the

AFL-CIO civil rights department.

with regard specifically to minority group access to apprenticeships, every effort must be made to expand the type of coordinate occannity program initiated by organized labor in California and now beginning in New York City, the District of Columbia, and Chicago. These programs should include widely disseminated information on available apprenticeships and means of entering them, sixed specifically at the involvement of increasing numbers of minority apprentices. Where appropriate, apprenticeship standards should be reviewed, the number of apprentices should be emlarged, and assistance from the appropriate governmental agencies should be obtained. The need for follow-up procedures to insure fair and proper consideration of minority apprenticeship candidates is basic to this program.

A Conference of National Association of State Apprenticeship Directors in Washington, D. C., early this year, insisted that the United States needs one million apprentices. President C. J. Haggerty of the AFL-CIO Building and Construction Trades Department told the conference that the figure was "probably an understatement, rather than an exaggeration, of the need," and urged the Government to require successful bidders on public works projects to employ a specified ratio of apprentices to journeymen, with apprentices chosen on a non-discriminatory basis. This could be accomplished if President Kennedy would insert a new clause in all Federal contracts calling for the mandatory hiring of at least one apprentice or trainee for every five journeymen, and that these apprentices be chosen without discrimination. This could be done under Executive Order 10925 which already provides that "The contractor will take affirmative action to ensure that applicants are employed, and that employes are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include but shall not be limited to ... selection for training, including apprenticeevaluate civil rights issues and problems and to review progress being made.

- 6. Because of the many minority workers engaged in marginal and low-paying occupations, a major review of the Fair Labor Standards Act and the Walsh-Healey Act assumes major importance. Here, the need for extended coverage and improved standards is seen in its most important light.
- The objectives of the Mational Empower Development and Training Act and the Vocational Education Program must be supported with adequate financial and technical resources. Labor support for this type of training as part of a national manpower policy should make clear the importance of these programs for minority groups and should urge broad programming, free from the technical restriction of so-called "available jobs", which has often been used to limit the number of Negro trainess.
- 10. At the state and local level, fair employment practices laws in many cases need strengthening. Organised labor, which was an important champion of these laws when they were first passed, should now exert its leadership in achieving the necessary improvements. Foremost among these is authority for the state or city commission to initiate action on its sun without awaiting individual complaints.
- The Union leadership must be sensitive to the increasing use that may be made of NIRB procedures in the area of union practice. Efforts at consultation among international union representatives and civil rights organizations should be encouraged in order to avoid unnecessary NIRB actions.
- 12. Organised labor at every level should take the initiative in insisting that ...

Federal funds not be used to maintain discriminatory or segregated services, such as now exist in some state employment service activities and other governmental activities.

- 13. The labor movement should invite the cooperation of the Negro protest organisetions, as well as Fuerto Rican and Mexican-American groups, in a drive to
  organize the unorganized, particularly in the most exploited trades in which
  a very large proportion of Megro and other minority group workers are employed. (This was done successfully in relation to hospital workers in
  Mew York.) This should be done in recognition of the fact that many of the
  present minority group protest activities are offering the only available
  outlet and organization for the deprivations of unorganized workers. This
  is as true for workers in large industrial cities of the Korth as it is for
  those in the Scuth. Ho one is in a better position to give recognition to
  the needs of such protest groups than organized labor.
- The AFL-CIO, its constituent bodies, and the major international unions have a great opportunity and responsibility as well to assist in the Megro voter registration drive now going forward in the South. The Voter Education Project should have both major financial support and staff and erganizational assistance from every segment of the labor movement. The responsibility of COPE is particularly great.
- 15. A major concern of each international union should be to insure the inclusion of capable minority trade union leaders in high policy-making positions.

  There is no greater challenge nor greater opportunity confronting this country's international unions.
- 16. Finally, the AFL-CIO, its constituent bodies, and the major international

unions must identify their organizations and resources in joint action with civic and church groups in the broad struggle not only to enlarge employment opportunities, but also to create democratic patterns in housing, school practices, public accommodations, and in the health, welfare, and recreational facilities of every community.

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